

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

ICE (and below)

For 2nd Quarter 2014 for period ending March 31, 2014

****Mixed Cases are Included in this report.****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	198	222	204	154	154	70
Number of Complainants	198	222	204	152	154	70
Repeat Filers	0	0	0	3	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	59	73	85	60	57	31
Color	14	30	34	14	16	6
Religion	6	9	10	8	8	2
Reprisal	68	95	117	72	66	29
Sex	57	63	80	52	62	32
PDA	0	0	0	0	1	2

National Origin	36	35	44	47	32	11
Equal Pay Act	0	0	1	0	0	5
Age	70	66	79	54	67	27
Disability	33	39	45	28	27	10
Genetics	0	0	0	1	1	0
Non-EEO	3	9	16	9	10	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	5	12	1	7	10	2
Assignment of Duties	17	12	10	14	18	5
Awards	2	5	11	2	3	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	0	11	22	3	4	3
Suspension	5	9	5	6	7	0
Removal	3	2	2	4	2	1
Other	0	4	4	1	5	1
Duty Hours	2	4	5	1	1	0
Evaluation Appraisal	14	23	26	12	12	9
Examination/Test	0	0	1	0	1	1
Harassment						
Non-Sexual	60	78	94	60	55	31

Sexual	5	3	11	4	6	2
Medical Examination	0	5	3	1	1	0
Pay (Including Overtime)	0	1	17	3	3	2
Promotion/Non-Selection	53	47	50	44	72	5
Reassignment						
Denied	1	7	12	9	5	2
Directed	3	7	34	7	6	9
Reasonable Accommodation	7	5	2	2	2	3
Reinstatement	0	0	0	1	1	0
Retirement	0	3	1	0	0	0
Termination	15	28	17	6	4	4
Terms/Conditions of Employment	8	52	91	26	6	11
Time and Attendance	2	6	5	7	10	2
Training	3	4	7	7	8	1
Other	18	15	21	2	4	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	211.11	217.32	217.10	301.25	414.67	524.46
Average number of days in final action	784.86	1,019.14	423.24	131.41	230.80	205.74
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	213.63	218.31	216.93	315.59	424.84	619.00

Average number of days in final action	0	0	0	26.34	22.82	27.17							
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation	209.41	216.59	217.21	287.89	400.98	455.92							
Average number of days in final action	784.86	1,019.14	423.24	321.52	309.69	288.15							
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data					2014Thru03-31						
		2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency		31	36	25	9	5	6						
Average days pending prior to dismissal		448	635	165	343	323	825						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		4	10	20	11	18	9						
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data								2014Thru03-31			
		2009		2010		2011		2012				2013	
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		3		1		0		3		0		2	
Without Hearing		3	100	1	100	0	0	0	0	0	0	2	100
With Hearing		0	0	0	0	0	0	3	100	0	0	0	0
Findings of Discrimination Rendered by Basis		Comparative Data											
		Previous Fiscal Year Data								2014Thru03-31			
Note: Complaints can be		2009		2010		2011		2012				2013	

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Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	33	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50
Removal	1	33	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	1	33	0	0	2	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	100	0	0	0	0	0	0	1	50
Reassignment												
Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	1	50
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0

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Pay (Including Overtime)	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	100	0	0	0	0	0	0	1	50
Reassignment												
Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	1	50
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data					2014Thru03-31				
			2009	2010	2011	2012	2013					
Total complaints from previous Fiscal Years			290	317	330	283	298	349				
Total Complainants			290	317	330	277	292	344				
Number complaints pending												
Investigation			19	17	22	50	35	86				
ROI issued, pending Complainant's action			0	0	0	0	4	9				
Hearing			77	75	90	71	106	125				
Final Agency Action			26	28	16	20	16	30				
Appeal with EEOC Office of Federal Operations			4	4	26	44	47	46				

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru03-31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	36	30	59	106	97	94